

## **Questionnaire**

Name (optional): \_\_\_\_\_

Position/title (optional): \_\_\_\_\_

Name of Organization: \_\_\_\_\_

Years with Organization: \_\_\_\_\_

### **I. Defining Diversity**

1. What do you think are the hallmarks of an organization that promotes “diversity” in the workplace?
  
  
  
  
  
  
  
  
  
2. Do you think your organization (statewide, regionally and/or locally) embodies your vision of a diverse workplace? Please explain.
  - a. In what areas do you think your organization has been effective in promoting diversity in the workplace?
  
  
  
  
  
  
  - b. What areas do you think need improvement
  
  
  
  
  
  
  
  
  
3. Do you know if your organization has a “diversity policy” (e.g. regarding hiring, promotion, retention)? If so, do you think your organization adheres to its diversity policy? Please explain.

## **II. Personal Experiences/Support**

4. Have you ever felt mistreated by co-workers or any other person within your organization because of factors related to diversity? Please explain.
  - a. How did you respond to the situation?
  - b. Did you communicate your experience to a co-worker or any other person connected to the organization?
  - c. Were you satisfied with the outcome of the situation? Please explain.
  - d. If you were not satisfied, what do you think could be improved?
5. Do you think you would benefit from the creation of a *support group/safe haven* where you could air your concerns about diversity-related issues with others in your organization who may have similar concerns? Please explain.
  - a. Do you have suggestions how the support group/safe haven would work (e.g. central location, facilitator, etc.)? Please explain.
  - b. Do you have any concerns about the creation of a support group/safe haven?

### **III. Establishing A Committee**

6. Do you support the creation of a committee to address diversity-related issues in the work place? Please explain.

a. Who should serve on such a committee? Would you limit the number of people who could serve on the committee? How would the committee members be selected?

b. Do you have any concerns about the creation of such a committee?

7. If you have an interest in serving on such a committee, please email \_\_\_\_\_ at \_\_\_\_\_.